

National Compensation Survey

Technical Note

The National Compensation Survey (NCS) program provides information on the average hourly earnings for occupational groups and individual occupations for approximately 80 metropolitan areas and 70 nonmetropolitan counties. The survey covers establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services); and State and local governments. Agriculture, private households, and the Federal government are excluded from the survey.

Survey design

For each survey area, the first stage of sample selection employs a technique that uses a probability proportional to employment size to select the sample of establishments to be studied. That is, larger establishments, in terms of employment size, will have a greater chance of selection than smaller establishments. Weights are then applied to each establishment so that the data collected can represent units of similar industry and employment size, which were not selected for collection. The second stage of sample selection is a probability sample of occupations within a sampled establishment. As with the selection of establishments, the selection of jobs within an establishment is also through sampling using probability proportional to size. Jobs are then classified into occupations based on their duties. A selected job may fall into any one of about 480 occupational classifications. In the last step, the work level of each selected occupation is determined using a "generic leveling" process. Using identical criteria, generic leveling ranks and compares all occupations based on duties and responsibilities.

Presentation of data

The individual survey bulletins provide tabulations on the earnings of workers in a variety of occupational groups,

specific occupations, and a wide range of work levels. Also contained in the bulletins are information on the NCS program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology. Earnings are defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following forms of payments are not considered part of straight-time earnings: shift differentials, premium pay for overtime, holidays, and weekends; bonuses not directly tied to production; uniform and tool allowances; free room and board; and payments, such as tips, made by third parties.

Metropolitan areas

All agencies that collect and publish data for metropolitan areas use the most recent definitions of metropolitan areas established by the Office of Management and Budget. A Metropolitan Statistical Area (MSA) is defined in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. If an area has a population greater than one million and meets certain other requirements specified in the *Federal Register*, it is termed a Consolidated Metropolitan Statistical Area (CMSA).

Additional information

For additional information regarding the NCS, please contact the Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001.

Telephone: (202) 691-6199

Internet: <http://stats.bls.gov/comhome.htm>

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1998

Occupation ³	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
ALL	\$15.61	\$10.95	\$13.63	\$13.19
All excluding sales	15.66	11.07	13.76	13.36
WHITE COLLAR	18.22	15.05	16.80	16.21
White collar excluding sales	18.76	15.89	17.54	16.99
Professional specialty and technical	21.95	19.38	21.08	20.79
Professional specialty	23.71	20.98	22.31	23.26
Engineers, architects, and surveyors	31.37	24.49	33.06	27.56
Electrical and electronic engineers	32.10	—	—	—
Industrial engineers	30.83	—	—	—
Engineers, n.e.c.	35.08	—	—	—
Mathematical and computer scientists	25.24	—	26.38	30.67
Computer systems analysts and scientists	25.75	—	26.78	31.79
Natural scientists	—	—	—	—
Health related	19.71	20.58	20.93	20.15
Registered nurses	19.20	19.29	18.40	19.05
Teachers, college and university	26.75	—	—	32.51
Teachers, except college and university	20.89	23.87	23.08	23.33
Elementary school teachers	22.28	23.77	22.85	24.03
Secondary school teachers	22.73	23.69	23.59	25.70
Teachers, n.e.c.	—	—	20.98	23.17
Librarians, archivists, and curators	—	—	—	—
Social scientists and urban planners	19.25	—	—	—
Social, recreation, and religious workers	13.05	12.69	11.84	12.79
Social workers	13.05	12.69	12.24	12.77
Lawyers and judges	32.35	—	—	—
Lawyers	32.35	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.57	—	—	17.52
Professional, n.e.c.	23.93	—	—	—
Technical	15.94	13.05	16.13	13.76
Clinical laboratory technologists and technicians	—	—	—	11.09
Radiological technicians	—	—	14.79	—
Licensed practical nurses	13.08	13.93	12.16	11.17
Health technologists and technicians, n.e.c.	10.61	11.43	—	11.56
Electrical and electronic technicians	16.79	—	—	—
Engineering technicians, n.e.c.	19.46	—	—	—
Computer programmers	16.90	—	—	21.17
Executive, administrative, and managerial	24.47	22.91	24.17	25.78
Executives, administrators, and managers	27.63	24.70	28.01	31.50
Administrators and officials, public administration	36.72	22.14	—	—
Financial managers	29.59	—	—	31.05
Managers, marketing, advertising and public relations	33.84	—	—	37.62
Administrators, education and related fields	30.42	—	—	32.05
Managers, medicine and health	—	25.06	23.20	29.84
Managers and administrators, n.e.c.	27.93	33.37	34.61	33.85
Management related	20.55	15.24	17.76	18.73
Accountants and auditors	18.68	—	—	18.10
Other financial officers	25.00	—	—	—
Personnel, training, and labor relations specialists	23.78	—	—	18.69
Purchasing agents and buyers, n.e.c.	23.80	—	—	—
Management related, n.e.c.	20.63	—	—	21.04
Sales	15.20	8.99	11.68	11.16
Supervisors, sales	20.51	—	—	17.73

See footnotes at end of table.

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1998—Continued

Occupation ³	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
WHITE COLLAR—Continued				
Sales—Continued				
Sales, other business services	\$14.54	—	—	—
Sales representatives, mining, manufacturing, and wholesale	29.86	—	—	—
Sales workers, motor vehicles and boats	—	—	—	\$25.43
Sales workers, other commodities	17.68	\$7.61	\$13.45	8.68
Cashiers	8.12	6.31	7.23	7.23
Administrative support, including clerical	11.16	8.45	9.56	10.19
Supervisors, general office	13.78	—	—	—
Supervisors, distribution, scheduling, and adjusting clerks	18.20	—	—	—
Computer operators	—	—	—	12.58
Secretaries	11.83	8.83	10.30	11.52
Typists	10.66	—	—	—
Transportation ticket and reservation agents	—	—	—	13.14
Receptionists	9.78	—	—	8.41
Information clerks, n.e.c.	8.89	—	—	—
Order clerks	10.51	—	—	9.04
Library clerks	—	—	—	8.82
Records clerks, n.e.c.	10.93	6.76	8.84	10.02
Bookkeepers, accounting and auditing clerks	11.12	7.43	7.98	9.66
Telephone operators	—	—	—	10.96
Dispatchers	11.66	—	—	7.91
Traffic, shipping and receiving clerks	11.23	—	—	—
Stock and inventory clerks	10.44	9.43	—	9.33
Insurance adjusters, examiners, & investigators ..	15.39	—	—	—
Investigators and adjusters except insurance	11.51	—	—	12.12
General office clerks	9.59	7.95	9.63	9.01
Bank tellers	—	—	—	9.65
Data entry keyers	9.76	—	—	8.84
Teachers' aides	9.51	7.29	8.91	9.27
Administrative support, n.e.c.	9.24	—	8.69	9.74
BLUE COLLAR	11.51	8.05	13.23	9.96
Precision production, craft, and repair	14.27	11.52	16.47	13.26
Automobile mechanics	18.01	—	—	12.73
Heavy equipment mechanics	—	—	15.64	—
Industrial machinery repairers	—	—	20.01	—
Mechanics and repairers, n.e.c.	—	—	16.23	11.15
Electricians	—	—	—	14.23
Plumbers, pipefitters and steamfitters	15.20	—	15.34	—
Construction trades, n.e.c.	—	—	12.88	—
Supervisors, production	20.48	—	20.90	—
Electrical and electronic equipment assemblers ..	11.57	—	—	—
Water and sewer treatment plant operators	—	8.03	—	—
Miscellaneous plant and system operators, n.e.c.	—	—	21.15	—
Machine operators, assemblers, and inspectors	9.52	7.19	11.62	8.56
Textile sewing machine operators	—	7.41	—	—
Laundering and dry cleaning machine operators ..	—	—	6.01	—
Miscellaneous machine operators, n.e.c.	10.83	7.30	15.27	9.78
Welders and cutters	9.31	—	—	—
Assemblers	8.08	—	—	7.02
Production inspectors, checkers and examiners ..	10.38	—	—	9.33

See footnotes at end of table.

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1998—Continued

Occupation ³	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
BLUE COLLAR—Continued				
Transportation and material moving	\$10.80	\$8.68	\$10.04	\$9.39
Truck drivers	11.89	8.81	9.86	9.13
Driver-sales workers	—	10.44	—	—
Bus drivers	10.62	—	—	8.08
Handlers, equipment cleaners, helpers, and laborers	9.01	6.11	9.04	7.71
Helpers, mechanics and repairers	—	—	11.03	—
Helpers, construction trades	—	6.03	—	—
Construction laborers	—	—	6.80	7.65
Stock handlers and baggers	7.59	5.55	—	6.74
Freight, stock, and material handlers, n.e.c.	8.80	7.85	10.08	10.25
Laborers except construction, n.e.c.	7.71	6.53	8.12	7.19
SERVICE	8.31	6.44	7.35	7.81
Protective service	12.86	9.90	10.31	16.26
Firefighting	—	—	—	17.03
Police and detectives, public service	19.53	12.24	—	17.72
Guards and police except public service	9.03	—	—	—
Food service	6.67	5.75	6.09	5.50
Supervisors, food preparation and service	—	—	12.58	—
Waiters and waitresses	4.28	2.81	2.30	2.82
Cooks	8.94	5.85	7.18	7.52
Food counter, fountain, and related	—	—	6.94	—
Kitchen workers, food preparation	—	5.77	—	7.04
Waiters/waitresses' assistants	—	—	—	5.56
Food preparation, n.e.c.	6.49	—	—	5.93
Health service	7.73	6.83	6.82	7.48
Health aides, except nursing	7.21	7.50	8.14	8.56
Nursing aides, orderlies and attendants	7.95	6.33	6.34	7.11
Cleaning and building service	6.48	6.24	7.20	7.06
Supervisors, cleaning & building service workers	—	—	—	8.47
Maids and housemen	—	5.63	—	5.94
Janitors and cleaners	6.46	6.37	7.03	7.07
Personal service	—	5.36	6.81	7.51
Welfare service aides	—	5.24	—	—
Early childhood teachers' assistants	—	—	—	8.60
Service, n.e.c.	—	—	—	7.13

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, non-production bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² The average payroll month for Austin-San Marcos, TX, was October 1998; Brownsville-Harlingen-San Benito, TX, was June 1998;

Corpus Christi, TX, was June 1998; and San Antonio, TX, was October 1998.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1998

Occupational group ⁴ and level	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
ALL	\$15.61	\$10.95	\$13.63	\$13.19
All excluding sales	15.66	11.07	13.76	13.36
WHITE COLLAR	18.22	15.05	16.80	16.21
Level 1	7.05	6.43	6.44	6.86
Level 2	8.59	6.93	7.55	7.84
Level 3	10.65	7.64	7.93	8.90
Level 4	10.71	8.90	10.05	10.02
Level 5	13.00	12.51	12.56	12.14
Level 6	15.27	16.51	13.42	15.33
Level 7	17.64	18.16	19.45	19.43
Level 8	20.46	17.64	16.91	20.70
Level 9	22.97	22.33	23.70	23.09
Level 10	24.97	24.78	25.77	26.55
Level 11	31.93	27.63	29.98	34.17
Level 12	36.07	27.83	44.95	41.44
Level 13	43.30	—	—	39.33
Not able to be leveled	26.81	—	24.93	30.97
White-collar excluding sales	18.76	15.89	17.54	16.99
Level 1	—	6.84	—	6.89
Level 2	8.48	6.92	7.52	7.83
Level 3	9.34	7.56	7.99	9.22
Level 4	10.84	8.92	9.36	10.72
Level 5	12.79	12.14	12.06	12.24
Level 6	15.28	17.01	13.55	13.36
Level 7	17.31	18.20	19.58	19.65
Level 8	20.25	17.79	16.64	20.87
Level 9	21.70	22.27	23.44	23.09
Level 10	24.97	24.71	25.77	26.55
Level 11	30.67	26.81	29.98	33.68
Level 12	35.97	27.83	44.95	41.44
Level 13	43.30	—	—	39.33
Not able to be leveled	26.81	—	24.93	30.97
Professional specialty and technical	21.95	19.38	21.08	20.79
Professional specialty	23.71	20.98	22.31	23.26
Level 5	10.52	10.54	—	11.53
Level 6	15.73	18.99	—	14.30
Level 7	18.84	18.97	20.87	21.37
Level 8	21.67	19.79	—	22.97
Level 9	23.09	23.51	22.88	21.07
Level 10	26.58	—	24.79	27.44
Level 11	31.06	—	29.89	32.83
Level 12	36.70	—	—	37.59
Level 13	43.28	—	—	—
Not able to be leveled	18.19	—	—	—
Engineers, architects, and surveyors	31.37	24.49	33.06	27.56
Level 9	23.73	—	—	—
Level 10	28.05	—	—	—
Level 11	32.99	—	—	—
Level 12	37.51	—	—	—
Mathematical and computer scientists	25.24	—	26.38	30.67
Level 11	26.33	—	—	—
Level 12	32.54	—	—	—
Natural scientists	—	—	—	—
Health related	19.71	20.58	20.93	20.15
Level 7	—	—	—	16.28
Level 8	19.54	—	—	19.62

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1998—Continued

Occupational group ⁴ and level	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
WHITE COLLAR—Continued				
Professional specialty and technical—Continued				
Professional specialty—Continued				
Health related—Continued				
Level 9	\$20.09	\$20.09	\$21.06	\$19.67
Teachers, college and university	26.75	—	—	32.51
Level 11	29.52	—	—	—
Teachers, except college and university	20.89	23.87	23.08	23.33
Level 6	17.95	—	—	—
Level 7	19.33	25.17	23.46	23.71
Level 8	22.76	22.98	—	24.95
Level 9	23.25	24.39	22.82	—
Level 10	—	—	—	27.47
Librarians, archivists, and curators	—	—	—	—
Social scientists and urban planners	19.25	—	—	—
Social, religious, and recreation workers	13.05	12.69	11.84	12.79
Level 6	12.84	—	—	—
Lawyers and judges	32.35	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.57	—	—	17.52
Level 8	22.20	—	—	—
Not able to be leveled	15.29	—	—	—
Technical	15.94	13.05	16.13	13.76
Level 4	12.04	9.19	—	10.43
Level 5	13.47	13.70	12.79	12.36
Level 6	17.88	14.18	—	12.92
Level 7	18.12	—	15.76	—
Level 8	19.39	—	18.96	15.67
Level 9	20.78	—	—	—
Executive, administrative, and managerial	24.47	22.91	24.17	25.78
Level 5	13.79	—	—	—
Level 6	—	—	—	12.54
Level 7	16.33	14.65	17.85	17.15
Level 8	17.72	—	16.41	18.10
Level 9	20.93	18.86	26.07	24.59
Level 10	22.76	—	26.58	24.96
Level 11	29.81	—	—	34.21
Level 12	35.02	—	—	44.43
Level 13	43.33	—	—	—
Not able to be leveled	37.56	—	—	—
Executives, administrators, and managers	27.63	24.70	28.01	31.50
Level 7	13.76	—	—	—
Level 8	19.76	—	16.53	19.29
Level 9	22.11	19.08	29.11	27.44
Level 10	22.76	—	26.58	29.25
Level 11	29.85	—	—	35.82
Level 12	36.55	—	—	44.43
Level 13	43.44	—	—	—
Not able to be leveled	34.09	—	—	—
Management related	20.55	15.24	17.76	18.73
Level 6	—	—	—	12.81
Level 7	17.12	—	17.90	16.97
Level 8	16.47	—	—	17.13
Level 9	19.72	—	—	20.62
Level 10	—	—	—	22.31
Level 11	29.73	—	—	—

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1998—Continued

Occupational group ⁴ and level	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
WHITE COLLAR—Continued				
Sales	\$15.20	\$8.99	\$11.68	\$11.16
Level 1	7.06	6.29	6.49	6.86
Level 2	—	—	—	7.96
Level 3	14.19	7.86	—	7.36
Level 4	10.08	—	12.91	—
Level 5	14.73	—	14.14	—
Level 6	15.25	—	—	29.83
Level 8	22.27	—	—	—
Level 9	37.92	—	—	—
Administrative support, including clerical	11.16	8.45	9.56	10.19
Level 1	—	6.84	—	6.89
Level 2	8.38	6.87	7.55	7.84
Level 3	9.36	7.56	8.06	9.20
Level 4	10.50	8.86	9.07	10.97
Level 5	13.09	—	11.65	12.31
Level 6	13.65	—	12.87	13.49
Level 7	15.34	19.59	—	15.15
BLUE COLLAR	11.51	8.05	13.23	9.96
Level 1	7.45	5.63	6.53	6.63
Level 2	8.59	7.30	7.98	8.25
Level 3	9.79	7.15	8.98	9.69
Level 4	13.54	8.88	10.22	9.57
Level 5	14.06	9.73	13.21	11.84
Level 6	13.87	12.10	14.03	14.66
Level 7	18.49	12.55	17.99	14.84
Level 8	—	—	19.84	16.12
Precision production, craft, and repair	14.27	11.52	16.47	13.26
Level 2	7.67	—	—	—
Level 3	9.95	—	7.89	9.74
Level 4	14.71	—	11.03	10.11
Level 5	13.34	9.94	13.33	12.48
Level 6	13.90	—	13.75	15.22
Level 7	17.87	12.45	18.87	15.17
Level 8	—	—	19.84	16.40
Machine operators, assemblers, and inspectors	9.52	7.19	11.62	8.56
Level 1	—	5.84	6.42	6.20
Level 2	8.22	—	6.33	7.61
Level 3	9.29	6.98	—	—
Level 4	11.26	—	—	—
Level 5	12.68	—	—	—
Level 7	—	—	15.97	—
Transportation and material moving	10.80	8.68	10.04	9.39
Level 2	11.36	7.06	9.64	8.90
Level 3	10.38	—	9.13	9.07
Level 4	12.54	10.76	9.26	8.63
Handlers, equipment cleaners, helpers, and laborers	9.01	6.11	9.04	7.71
Level 1	7.90	5.50	6.60	6.72
Level 2	8.74	6.56	7.61	8.75
Level 3	9.86	6.44	9.56	9.47

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1998—Continued

Occupational group ⁴ and level	Austin-San Marcos, TX	Brownsville-Harlingen-San Benito, TX	Corpus Christi, TX	San Antonio, TX
BLUE COLLAR—Continued				
Handlers, equipment cleaners, helpers, and laborers—Continued				
Level 4	—	—	\$10.41	—
Level 5	—	—	13.42	—
SERVICE	\$8.31	\$6.44	7.35	\$7.81
Level 1	6.32	5.45	5.57	5.43
Level 2	6.92	6.12	5.55	6.43
Level 3	7.74	6.47	6.92	7.30
Level 4	9.83	7.24	9.36	8.78
Level 5	—	9.80	9.22	11.44
Level 6	—	10.16	—	11.80
Level 7	—	—	10.94	15.53
Protective service	12.86	9.90	10.31	16.26
Level 4	—	—	—	10.11
Level 6	—	10.17	—	—
Food service	6.67	5.75	6.09	5.50
Level 1	6.18	5.27	4.95	4.75
Level 2	—	5.07	4.00	4.49
Level 3	—	5.46	5.92	6.82
Health service	7.73	6.83	6.82	7.48
Level 2	7.83	6.84	6.39	7.12
Level 3	8.20	6.77	6.87	7.16
Level 4	—	—	—	7.99
Cleaning and building service	6.48	6.24	7.20	7.06
Level 1	6.43	5.88	6.33	6.34
Level 2	—	—	—	7.38
Level 3	—	—	8.04	7.15
Personal service	—	5.36	6.81	7.51
Level 1	—	—	5.32	4.85
Level 2	—	—	—	7.65

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, non-production bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, and others. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation.

³ The average payroll month for Austin-San Marcos, TX, was October 1998; Brownsville-Harlingen-San Benito, TX, was June 1998; Corpus Christi, TX, was June 1998; and San Antonio, TX, was October 1998.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."